



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the April 18, 2018 Meeting
12:15-1:30 PM
105 Space Sciences Bldg.

I. Call to Order

- a. C. Wiggers called the meeting to order at 12:15pm.
- b. *Members Present:* I. Allen, C. Dawson, H. Depew, K. Fitch, T. Grove, A. Haenlin-Mott, A. Hourigan, P. Andersen, H. Sheldon, J. Kruser, K. Mahoney, B. Nicholson, B. Roebal, K. Sheils, P. Thompson, C. Wiggers, S. Willcox
- c. *Members Absent:* B. Ayanfodun, M. Carcella, D. Harris, A. Howell, L. Johnson-Kelly, M. Mosereiff, C. Sanzone, S Vaccaro

II. Call for Late Additions to the Agenda

- a. No late additions.

III. Approval of Minutes

- a. Motion to amend the previous meeting minutes to reflect that S. Willcox was present – **amended** with no dissent
- b. Motion to approve the minutes from the meeting of April 4, 2018 – **approved** with no dissent

IV. Business of the Day

- a. Vote: 'Do you support the proposed Consensual Relationship Policy?'
 - i. C. Wiggers announced that this vote was requested by C. Van Loan. There are three options on the ballot with space for comments.
- b. Incidental Vacancy Nomination
 - i. P. Thompson announced they ran the election and had seats on empty. There was an inquiry from Anne Sieverding to fill one of those spots in ILR.
 - ii. A. Sieverding gave a brief introduction. She has been here since 1980 but took some time off for kids. She started in ILR as a research assistant and has been there since late-1990s. She also completed the EDP. She has an interest in labor and human resource issues. She is currently the Admin Assistant to the Chair of the Department of International & Comparative Labor and to the Academic Director of the Worker Institute at Cornell. She has also been on the ILR Staff Association and other within-ILR staff bodies over the years. The ILR seat on the EA has been vacant for years and as she is moving towards retirement and cutting down to half-time, she would like to expand and get involved at a larger level.
 - iii. C. Dawson asked A. Sieverding what she thought was the most important issue for people who work in ILR.
 1. A. Sieverding said ILR has parallel concerns to the rest of the university, such as accessing equal opportunities university-wide and individual supervisors having a lot of power. There will be significant input in the next few months as the social sciences agenda is discussed.
 - iv. K. Fitch asked why A. Sieverding thinks this position has been vacant for a while.
 1. A. Sieverding said it is a time commitment and one larger than she previously wanted to undertake. The ILR school has a home-grown attention with staff and there are various departments. It is a matter of having someone willing and able to step up.
 - v. A. Sieverding added that it only took her an hour to get 25 signatures and she thinks people will be very receptive.
 - vi. P. Thompson asked her to step out of the room as the EA went into discussion.

- vii. K. Fitch made a motion to approve A. Sieverding by unanimous consent – C. Dawson seconded the motion – motion **passed** by unanimous consent
- viii. C. Wiggers made a motion to vote to approve A. Sieverding– **approved** with unanimous consent
- ix. P Thompson clarified that A. Sieverding’s voting seat will take effect on May 30th in the next term, but she is welcome to attend the meetings prior.
- c. Board of Trustee Report
 - i. C. Wiggers said he was assisted by C. Coates and the OA. There have been past examples ranging from very professionally designed packages to word documents. He chose to go with the word document format and stick to the highlights from this past year. He hopes to forward the report over to the OA and VP Mary Opperman for review after this meeting. It will be submitted to the secretary of the BOT on May 1st. There is a five-minute presentation he will be giving to the BOT at the end of May and he plans to give the EA the presentation beforehand.

V. **Motion to Amend the Agenda**

- a. C. Wiggers made a motion to amend the agenda and move Committee Reports to the next item because they have been remiss in hitting those – **passed**

VI. **Committee Reports**

- a. Communications Committee
 - i. C. Dawson said they met last week and set a goal for increasing the number of followers on their Facebook page. They are also working on finding out the best ways to get information out to employees, as a sizable group is not on Facebook. C. Sanzone is piecing together the next newsletter and is working with the Sustainable Campus group to highlight their work.
 - ii. K. Mahoney inquired about the newsletter update focusing on the transportation study as she never saw a release.
 - 1. C. Wiggers said the UA was visited last week at their meeting by staff members from the Transportation Unit Care who provided an update on the collaborative effort between K. Mahoney’s EA Transportation Committee and the work they were doing. They were appreciative of her committee’s efforts.
 - iii. C. Dawson added that they are working on a plan to publicize the EDP. M. Mosereiff is planning on taking pictures and videos of people at graduation who have gone through EDP.
- b. Employee Education & Development Committee
 - i. M. Mosereiff was absent.
- c. Employee Welfare Committee
 - i. A. Haenlin-Mott says they have not yet met.
- d. Elections Committee
 - i. P. Thompson said they recently finished up their elections.
- e. Personnel Policy Committee
 - i. S. Willcox had nothing to report.
- f. Staff Recognition, Awards & Events
 - i. T. Grove said they just finished their second George Peter Award presentation. The recipient was very surprised and emotional. T. Grove hopes they can get more of their membership attending in the future because it is a nice moment for the recipient.
 - ii. C. Wiggers added that this award can be presented up to quarterly. He pushed for forward thinking in terms of advertising for next year.
 - iii. T. Grove said nominations are always open but she personally does not see them come in. Sometimes when they receive a small number of nominations, they hold onto them. She does not know if they are lacking visibility, but they do tend to get most of the nominations from the same places, especially the College of Veterinary Medicine.

- iv. C. Wiggers emphasized spreading the word to constituents. He reiterated that these are monetary awards and gifts.
- v. T. Grove said she has been having conversations with the OA on getting people to vote.
- vi. T. Grove clarified that VP Opperman does not make the selections but reads through them.
- vii. A. Hourigan said the College of Veterinary Medicine is reinstating their award “In Strong Hands” so there may be less nominations going forward to the university level. They are in the process of determining criteria internally.
- viii. T. Grove said starting July 1, there will be a new online recognition software system.
- ix. T. Grove added that most of the nominations come from the College of Veterinary Medicine perhaps because the college makes the events so public and gets a lot of people in attendance. Usually, her committee reaches out to the nominator, who then reaches out to the college. Her committee does not do correspondence with the colleges. Nomination communication goes out on the website and in the newsletter. They did discuss partnering with the bigger HR awards but then the award may not stand out.
- g. Transportation Task Force
 - i. K. Mahoney said they have not met and are awaiting engagement with the consultants. There is a behavioral survey about commuting coming out soon.
- h. Employee-Elected Trustee
 - i. C. Coates was not present.
- i. Cornell Retiree Association Liaison
 - i. P. Andersen and H. Sheldon have nothing to report.
- j. Executive Committee
 - i. J. Kruser said they have been discussing internal operations to improve efficiency and get more done with what is allotted. They discussed ideas on structures and processes to put in place, such as additional committee trainings. He is not slated to return next session. He invited all representatives to consider running for the executive vice chair of the EA and to let him know ahead of time so they can work together.

VII. Old Business

- a. C. Wiggers announced that EA R11: Promoting Staff Participation in Cornell Campus Climate Change Literacy Goals that was sponsored by A. Howell was conveyed to the president.
- b. C. Wiggers gave announcements for the remainder of the year.
 - i. C. Wiggers reminded the EA that are three meetings remaining. The next meeting will be focused on the appointments and discussions around those assuming EA leadership positions. There will also be a discussion on those interested in joining the UA as representatives from the EA.
 - ii. P. Thompson will send out an email to invite those assuming leadership positions for next year to the next meeting.
 - iii. J. Kruser added that one representative of the EA will have an executive position on the UA, which is a position he holds now. He is also happy to discuss the role to anyone who is interested.
 - iv. P. Thompson said there are UA executive roles and UA committees that they would be encouraged to participate in. These meetings are usually in late afternoon and it is another commitment.
 - v. C. Wiggers said co-chairs of the social sciences report Vice Provost Judy Appleton and Senior Associate Ted O’Donoghue are doing a tour of all the assemblies to hear comments and concerns regarding the ideas that have been put forward with ILR and Human Ecology. They are still in a conversational stage.
 - vi. Christopher Schott from the SA and UA announced that two resolutions passed the UA: EA R7 Advancing a Comprehensive Transportation Plan for the Ithaca Campus and EA R11 Promoting Staff Participation in Cornell Campus Climate Change Literacy Goals. The results

of the SA presidential election have also been released. With the closest margin victory in history, Varun Devatha will be the SA president next year. He is expecting the election rules to be reformed because it has caused a lot of conflict in the past weeks. His replacement has not been identified yet.

VIII. Adjournment

- a. C. Wiggers thanked everyone for their involvement and adjourned the meeting at 12:55pm.

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly